

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Veterans Benefits Administration

Complaint Activity 29 CFR §1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Number of Complaints Filed	197	194	159	177	106	36
Number of Complainants	187	184	151	168	98	36
Repeat Filers	10	9	10	14	10	0

Complaints by Basis 29 CFR §1614.704 (d)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	76	56	62	64	39	14
Color	7	5	6	3	1	3
Religion	5	7	3	3	2	2
Reprisal	79	90	62	85	47	15
Sex	58	52	53	41	25	9
Pregnancy Discrimination Act	0	0	0	0	1	0
National Origin	4	9	8	11	5	1
Equal Pay Act	1	1	0	0	0	1
Age	43	46	44	41	28	7
Disability	116	109	80	100	47	16
GINA	0	0	1	0	0	0
Non-EEO basis	0	0	0	0	0	0

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Complaints by Issue 29 CFR §1614.704 (e)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					2022 Q1 (10/1 - 12/31)
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	6	6	4	8	3	0
Assignment of Duties	11	10	16	12	4	1
Awards	4	1	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	4	2	1	0
Reprimand	5	8	9	9	5	3
Suspension	9	4	8	4	0	2
Removal	6	9	14	9	1	0
Warning	15	19	11	18	7	3
Duty Hours	0	1	0	4	0	0
Performance Evaluation/Appraisal	11	15	18	19	17	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	99	111	83	100	54	24
Sexual	5	10	2	7	3	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	11	4	6	7	1	2
Promotion/Non-Selection	26	26	21	31	14	3
Reassignment						
Denied	2	2	3	0	3	0
Directed	5	13	8	1	3	0
Reasonable Accommodation Disability	53	41	38	44	17	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	1
Retirement	4	3	6	4	5	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	5	6	7	0	0
Termination	12	20	8	20	15	2
Terms/Conditions of Employment	4	6	0	4	1	1
Time and Attendance	21	16	15	28	10	9
Training	10	5	10	6	4	2
Other*	43	12	0	11	8	1

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
The average length of time it has taken an agency to complete, respectively, investigation and final action for: Complaints pending (for any length of time) during fiscal year	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Average number of days in investigation stage	131.0	143.0	120.9	116.1	108.4	111.8
Average number of days in final action stage	574.3	626.5	740.7	810.1	91.9	122.6
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	216.2	194.4	187.6	179.2	175.4	199.4
Average number of days in final action stage	7	4	6	11	6.2	12.2
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	216.0	203.7	201.9	203.5	202.3	175.7
Average number of days in final action stage	117	129	244	305	177.6	232.9

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Total Complaints Dismissed by Agency	32	45	38	43	27	7
Average days pending prior to dismissal	40	46.44	63.3	30.5	46.96	38

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Total Complaints Withdrawn by Complainants	18	14	10	13	16	0

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	100%	2	100%	5	100%	2	100%	5	100%	2	100%
Without Hearing	0	0%	1	50%	2	40%	1	50%	5	100%	0	0%
With Hearing	1	100%	1	50%	3	60%	1	50%	0	0%	2	100%

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Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	1	100%	1	100%	5	100%	2	100%	5	100%	2	100%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	2	40%	1	50%	2	40%	0	0%
Sex	0	0%	0	0%	1	20%	0	0%	0	0%	1	50%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%
Disability	1	100%	1	100%	2	40%	1	50%	4	80%	2	100%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Findings Without Hearing	0	0%	1	100%	2	100%	1	100%	5	100%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	1	50%	0	0%	2	40%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	1	100%	1	50%	1	100%	4	80%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Findings After Hearing	1	100%	1	100%	5	100%	1	100%	0	0%	2	100%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	1	33%	1	100%	0	0%	0	0%
Sex	1	100%	0	0%	1	33%	0	0%	0	0%	1	50%
Pregnancy Discrimination Act	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%
Disability	1	100%	0	0%	1	33%	0	0%	0	0%	2	100%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	0	0%	2	100%	5	100%	2	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Sexual	0	0%	0	0%	1	20%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	1	20%	1	50%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	100%	0	0%	3	60%	1	50%	4	80%	1	50%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	1	20%	0	0%	0	0%	1	50%
Terms/Conditions of Employment	0	0%	0	0%	2	40%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	20%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	1	100%	1	20%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0	0%	1	100%	2	100%	1	100%	5	100%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	2	100%	1	100%	4	80%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	1	100%	1	50%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	1	100%	0	0%	3	100%	1	100%	0	0%	2	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	100%	1	100%	1	33%	0	0%	0	0%	1	50%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%
Terms/Conditions of Employment	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Department of Veterans Affairs
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Pending Complaints Filed in Previous Fiscal Years by Status 29 CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Total complaints from previous Fiscal Years	227	289	308	289	215	273
Total Complainants	199	256	272	251	196	242
Number complaints pending						
Investigation	0	0	1	2	1	18
ROI issued, pending Complainant's action	1	2	2	0	1	5
Hearing	169	200	199	177	138	157
Final Action	14	38	56	48	31	43
Appeal with EEOC Office of Federal Operations	43	49	50	62	44	50

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Pending Complaints Where Investigations Exceeds Required Time Frames	7	6	5	7	1	1